

**CITY OF FRANKLIN
PERSONNEL COMMITTEE MEETING**

FRANKLIN CITY HALL, HEARING ROOM
9229 W. Loomis Rd., Franklin, Wisconsin
6:00 p.m., Monday, July 17th, 2006

MINUTES

- I. The July 17th, 2006 Personnel Committee Meeting was called to order at 6:00 p.m. by Chair Brunner in the Hearing Room at City Hall.

Members present were Brunner, Wikel, Nichols (excused at 7:00 p.m.), Green, Alderman Hammelman, Alderman Olson and Alderman Sohns. Excused: Members Lewandowski and Gumina. Also in attendance were Human Resource Coordinator Zahn and Director of Administration Luberda.

- II. Citizen comment period

There were no citizen comments.

- III. Approval of minutes from meeting of June 19th, 2006.

Motion by Member Nichols and seconded by Alderman Olson to approve the June 19th, 2006 minutes. Motion carried: Ayes-All.

- IV. Introduction of new Director of Administration, Mark Luberda.

No action taken.

- V. Committee Elections

Motion by Alderman Sohns and seconded by Alderman Olson to nominate Member Brunner to remain as Chair of the Personnel Committee. Motion carried: Ayes – All.

Motion by Casper Green and seconded by Alderman Hammelman to nominate Member Wikel to remain as Vice-Chair of the Personnel Committee. Motion carried: Ayes – All.

- VI. Recommendations of continued benefits for City employees who are called to active military duty.

Motion by Alderman Sohns and seconded by Member Nichols to direct the Director of Administration and/or Human Resource Coordinator to draft a resolution for the next Council meeting. Recommendation would be to continue medical and dental insurance benefits, along with pay differential, for up to 1 year, for employees who are involuntarily called up to active military duty, provided they were already enrolled in family coverage. Motion carried. Ayes – All.

- VII. Open Positions Report

No Action Taken

- VIII. Report on Driving Records of City Employees

No Action Taken

- IX. Processing of grievance. The Personnel Committee may enter closed session pursuant to §19.85 (1)(a), (c) & (f) Stats to deliberate concerning this case, and to reenter open session at the same place thereafter to act on such matters discussed therein as it deems appropriate.

After hearing information presented by Dana Zahn, Human Resources Coordinator, there was a request by Jim Burnham, AFSCME representative, to allow the rest of the grievance meeting to be held in closed session due to confidential financial information. Motion made by Member Green and seconded by Member Nichols to go into closed session at 6:35 p.m. Motion carried. Ayes – All.

David Acker, City employee, Jim Burnham, AFSCME representative, and Joe Heinrichs, Chief Steward, presented information regarding this grievance. At 6:45 p.m. the three were asked to leave the room so the Committee could deliberate. At 7:05 p.m. Alderman Olson made a motion to return to open session. Seconded by Member Wikel. Motion carried. Ayes – All.

Motion by Member Wikel and seconded by Alderman Olson to deny the grievance. Motion carried: Ayes – All.

- X. Consideration of a Duty Disability. The Personnel Committee may enter closed session pursuant to §19.85 (1)(c) and (f) Stats to consider the request from a public employee for a duty disability and to reenter open session at the same place thereafter to act on such matters discussed therein as it deems appropriate.

Motion by Member Wikel at 7:12 p.m. and seconded by Member Green to go into closed session with Chief Martin and Deputy Chief Jankowski allowed to stay. Motion carried. Ayes – All.

At 8:07 p.m. Alderman Olson made a motion, seconded by Member Wikel to go into open session. Motion carried. Ayes – All.

Motion by Alderman Sohns and seconded by Alderman Olson to recommend to the Common Council to not certify the disability but to also recommend to not seek additional medical opinions or to object to this matter at the State level. We will let the State decide. Motion carried. Ayes – All.

- XI. Workers Compensation

Motion by Alderman Sohns and seconded by Alderman Olson to table this item until the August Personnel Committee meeting. Motion carried. Ayes – All.

- XII. Labor Contract Negotiations and Collective Bargaining Strategies and Guidelines. The Personnel Committee may enter closed session pursuant to §19.85 (1)(c) and (e), Stats, to consider negotiation and collective bargaining strategies and guidelines for agreements between the City of Franklin and Local No. 2, AFSCME District Council 48, Inspection Employees, and Public Works/Sewer and Water Employees; and Franklin Police and Fire Department Clerical; for competitive and bargaining reasons, and to reenter open session at the same place thereafter to act on such matters discussed therein as it deems appropriate.

Motion by Alderman Olson and seconded by Alderman Hammelman to table this issue until the August Personnel Committee meeting. Motion carried. Ayes – All.

- XIII. Notification of a medical Leave of Absence for a City employee. The Personnel Committee may enter closed session pursuant to §19.85 (1)(c) and (f) Stats to receive information regarding the reasons for approval of a medical leave of absence for a public employee.

Motion by Alderman Sohns and seconded by Alderman Hammelman to go into closed session at 8:16 p.m. Motion carried. Ayes – All.

Motion by Alderman Olson and seconded by Member Wikel to return to open session at 8:20 p.m.

No Action Taken.

- XIV. Potential Items for Future Meeting Agendas

1. Committee Elections for Chair and Vice-Chair
2. Performance Evaluation System/Salary Matrix
3. Long-term strategy for negotiations with Director of Admin & Mayor
4. Standardization of FMLA policy

Item was not discussed.

- XV. Next Meeting Date – Monday, August 21st, 2006 at 6:00 p.m.

- XVI. Adjournment

Motion by Alderman Sohns and seconded by Member Wikel to adjourn the Personnel Committee meeting at 8:23 p.m. Motion carried: Ayes-All.